Government Alliance on Race and Equity Capitol Cohort

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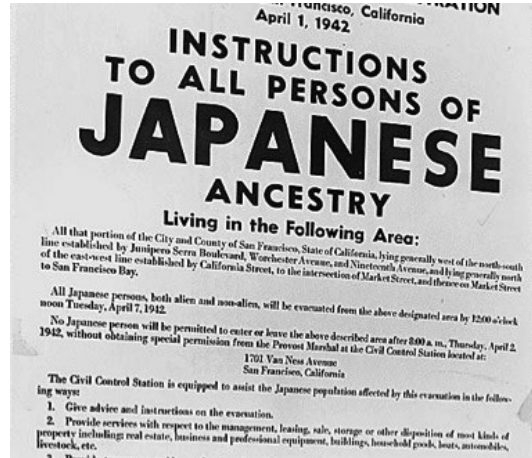CALIFORNIA STRATEGIC GROWTH COUNCIL

Agenda

1. Overview of Government Alliance on Race and Equity (GARE) Capitol Cohort

2. Strategic Growth Council's Racial Equity Action Plan

3. Report on Racial and Gender Pay Equity in CA Civil Service

4. Resources for State Agencies

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A Brief History of Government and Race

Initially explicit	Became implicit	Governing for racial equity
Government explicitly creates and maintains racial inequity.	Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.	Proactive policies, practices and procedures that advance racial equity.

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What is the Government Alliance on Race and Equity (GARE) Capitol Cohort?

GARE is a national network of government working to achieve racial equity and advance opportunities for all.

- 135 participating jurisdictions across 35 states and more than 150 cities – 35 in California!
- Providing tools and resources to put theory into action

California is the first state in the country to participate in GARE through the Capitol Cohort
- The Capitol Cohort is a California focused racial equity capacity building pilot led by the Strategic Growth Council's (SGC) Health in All Policies Program in partnership with GARE.

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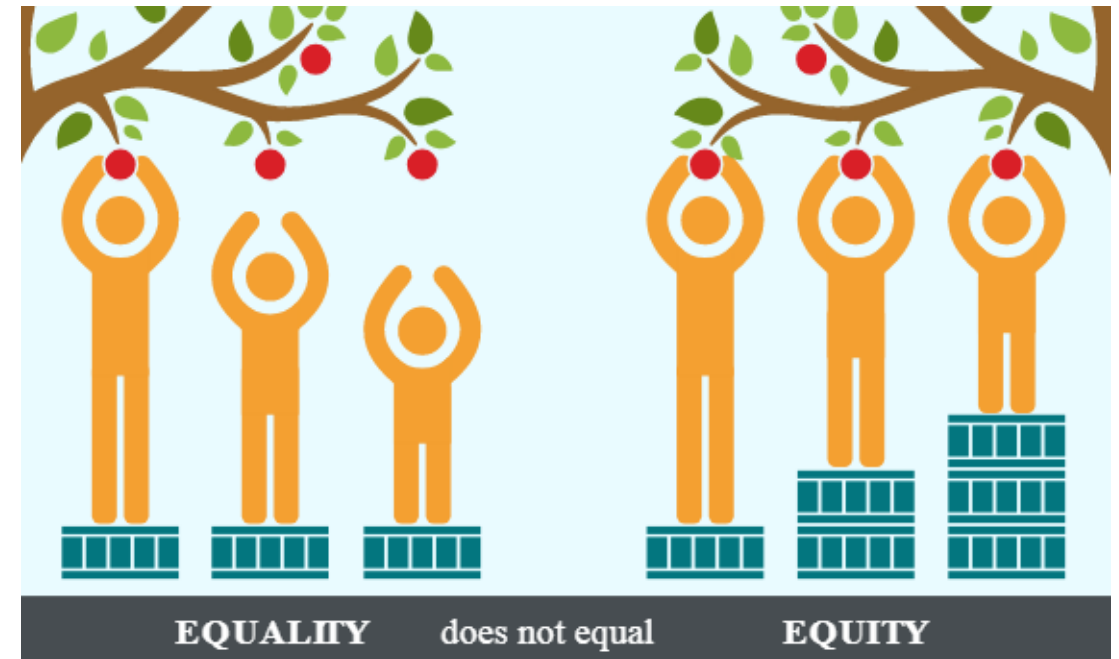# Who is participating in the Capitol Cohort led by HiAP?

1. California Air Resources Board
2. California Arts Council
3. California Coastal Commission
4. California Department of Community Services and Development
5. California Department of Corrections and Rehabilitation
6. California Department of Education
7. California Department of Housing and Community Development

8. California Department of Public Health
9. California Department of Transportation
10. California Department of Social Services
11. Governor's Office of Planning and Research
12. California State Lands Commission
13. California Strategic Growth Council
14. California Environmental Protection Agency
    - CalRecycle
    - Department of Pesticide Regulation
    - Department of Toxic Substances Control
    - Office of Environmental Health Hazard Assessment
    - State Water Resources Control Board

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What is Racial Equity?

"Racial equity is achieved when race can no longer be used to predict life outcomes, and outcomes for all groups are improved."

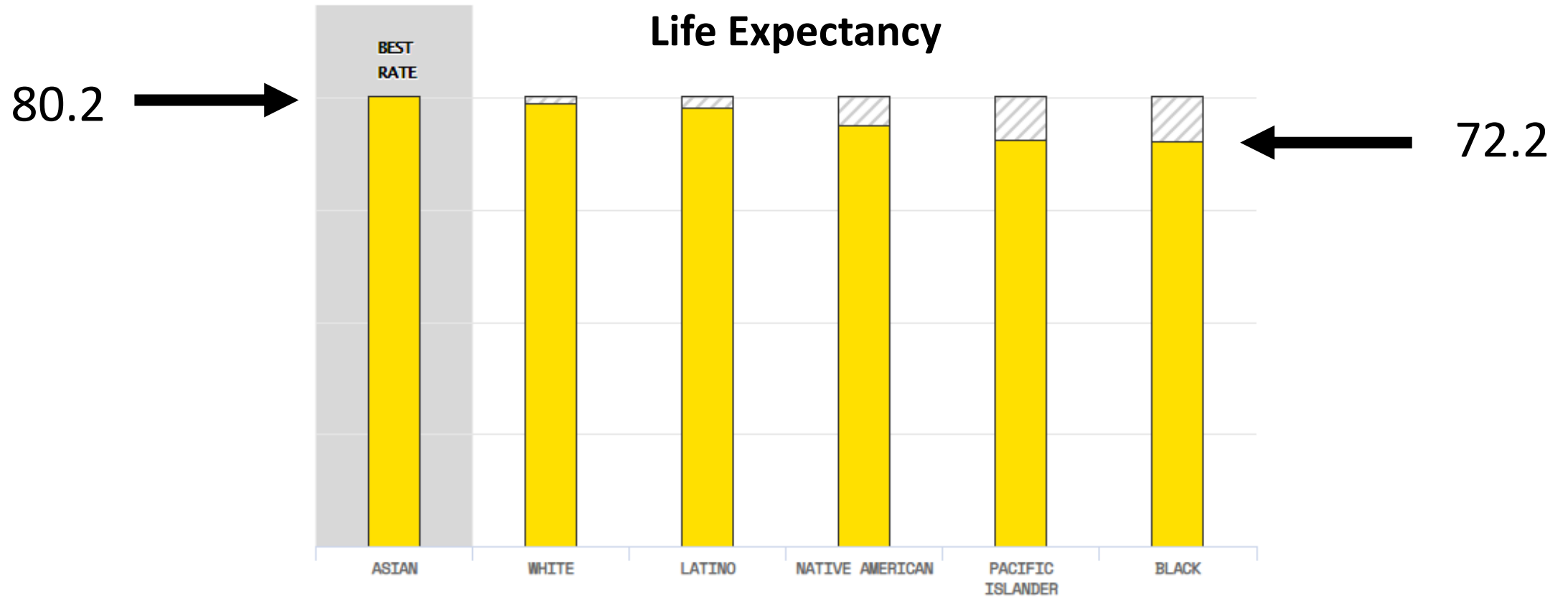– Government Alliance on Race and Equity

EQUALITY   does not equal   EQUITY

Graphic: https://healthequity.globalpolicysolutions.org/about-health-equity/

Racial Disparities in California

Life Expectancy

80.2 →

← 72.2

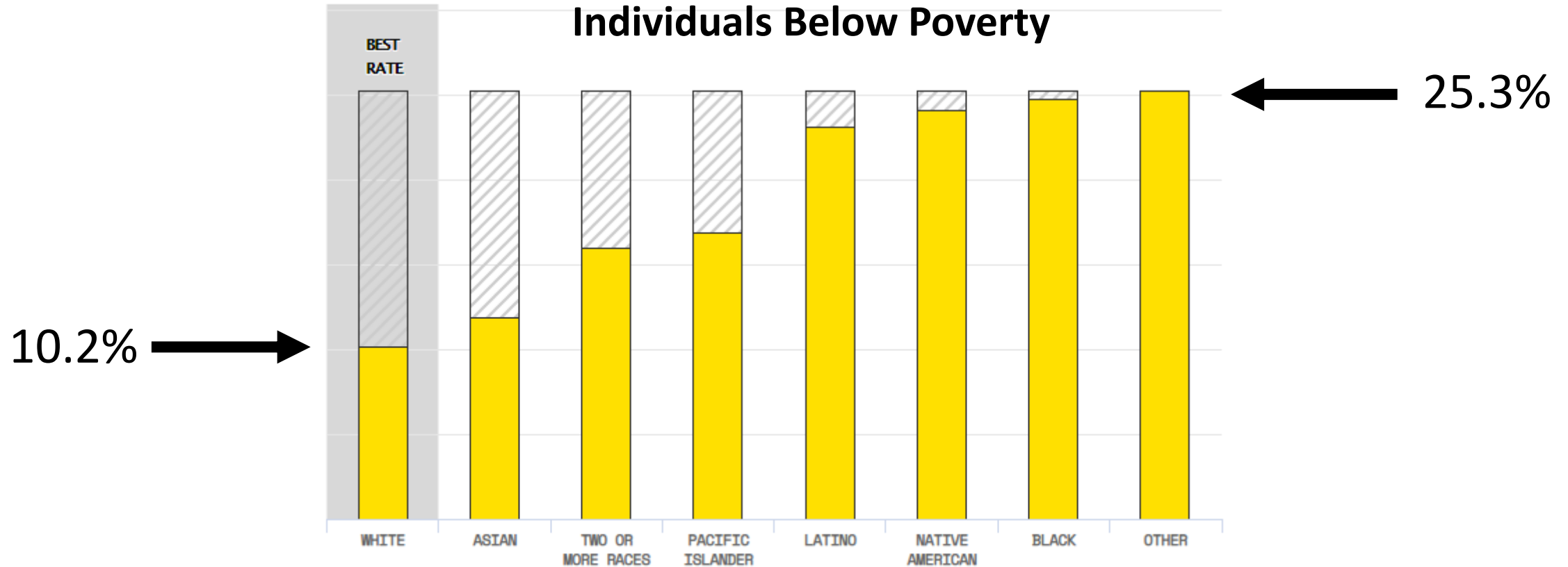|					
ASIAN	WHITE	LATINO	NATIVE AMERICAN	PACIFIC ISLANDER	BLACK

BEST RATE

CALIFORNIA DEPARTMENT OF PUBLIC HEALTH DEATH MASTER FILE, CALIFORNIA DEPARTMENT OF FINANCE POPULATION ESTIMATES (2007-2011, 2006-2010)

Data and graphics: Race Counts (www.racecounts.org)

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Racial Disparities in California

Individuals Below Poverty

BEST
RATE

10.2%

25.3%

WHITE   ASIAN   TWO OR MORE RACES   PACIFIC ISLANDER   LATINO   NATIVE AMERICAN   BLACK   OTHER

AMERICAN COMMUNITY SURVEY, 5-YEAR ESTIMATES, (2010-2014) ⓘ

Data and graphics: Race Counts
(www.racecounts.org)

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Why lead with race?

- Across any measure of success (health, income, housing, education, criminal justice, utilities, etc.) there are deep and persistent differences in outcomes based on race

- Racial anxiety is on the rise – if it doesn't get explicitly called out it will go unaddressed

- Specificity matters to achieve success - strategies to achieve racial equity differ from those to achieve equity in other areas

- Learning an institutional and structural approach to reversing racism will help us tackle other areas of inequities (gender, ability)

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What does a department get from participating in GARE Capitol Cohort?

Goal	Services	Cost
Strategies and capacity building to **normalize** conversations about race, **operationalize** new policies and institutional culture, and **organize** to achieve racial equity.	50 hours of training and workshops per year • Targeted coaching and technical assistance • Peer-to-peer strategizing and problem-solving • A range of tools and resources (racial equity tool and action plan, sample policies and practices that advance racial equity) • Advancing Racial Equity speaker series open to all state employees	For teams of 15: $50,000 Total *In 2018-19, philanthropic contributions helped reduce the cost

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SGC Racial Equity Vision and Action Plan

Vision: All people in California live in healthy, thriving, and resilient communities regardless of race.

SGC will advance racial equity by:
- ✓ Council Leadership and Staff Training
- ✓ Promoting fair access in hiring, greater opportunity in contracting, and targeted outreach and engagement
- ✓ Distributing funding and resources
- ✓ Providing technical assistance and capacity-building opportunities
- ✓ Leveraging inter-agency partnerships

SGC Website:
- ✓ www.sgc.ca.gov

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Creating an Equitable Workforce

Workforce Equity Best Practices

- **Analyze Data** – collect data (both qualitative and quantitative)

- **Support, engage, and organize others** - engage hiring managers

- **Use Racial Equity Tools** - analyze personnel policies and practices for implicit bias

- **Create a workplace culture where racial equity is a value and operationalized** – make it an agency-wide value and bake it into existing work planning efforts

- **Initiate and implement pipe-line development programs** – provide training and educational opportunities

- **Set goals, track progress, and focus on accountability** – shift strategies as needed

Reference: GARE website: https://racialequityalliance.org/wp-content/uploads/2015/02/Public-Sector-Jobs-Final1.pdf

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Example: SGC Hiring Pilot

- **Desired Results**
  - SGC staff across all levels reflect California's diverse communities.

- **Analysis of Data**
  - Collect data from staff at moment of hire and share data with all hiring managers

- **Implementation Strategies**
  - Include a diversity, equity, and inclusion (DEI) statement and a DEI competency on all job descriptions, review job descriptions to remove unnecessary requirements, recruit broadly, anonymize applications, require race and gender representation on interview panels, ask a DEI interview questions
  - Develop an internal workforce equity team that can monitor progress over time

- **Community Engagement and Accountability**
  - Report progress to SGC staff and Council on an annual basis

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2017 Analysis and Report:
Racial and Gender Pay Gaps in California State Government: A Path Towards Workforce Equity

- Researcher: Hinnaneh A Qazi, MPP Student at the Goldman School for Public Policy at UC Berkeley
- Prepared at the request of the HiAP Task Force, with support from the California Government Operations Agency and California Department of Human Resources

http://sgc.ca.gov/programs/hiap/docs/20180719-Racial_and_Gender_Pay_Gaps_in_California_State_Government_A_Path_Towards_Workforce_Equity.pdf

Key Findings on Racial and Gender Pay Gaps in California State Government

- Pay gap between employees of color and White employees ~14%

- Pay gaps grow significantly when comparing females of color to White males, e.g. 35% gap between Hispanic females and White males

- Females of color disproportionately concentrated in part-time and seasonal work

- Minorities underrepresented in higher paying occupations and supervisor roles, 65% of highest 20% paid supervisors are White

- Pay gaps exist even when controlling for education level

- Disparities greater than federal workforce, less than CA's private sector

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Average Pay by Race/ Ethnicity and Sex

Source: Report 5102, 2017

Avg =$5,677

Females

$4,736	$4,808	$4,906	$4,985	$5,332	$5,604	$5,669

Native American/Alaskan, Hispanic, Pacific Islander, Black, Other or Multiple Race, White, Asian

Males

$5,419	$5,494	$5,424	$5,436	$6,086	$6,226	$6,305

Native American/Alaskan, Hispanic, Pacific Islander, Black, Other or Multiple Race, White, Asian

Avg. Pay (Monthly)
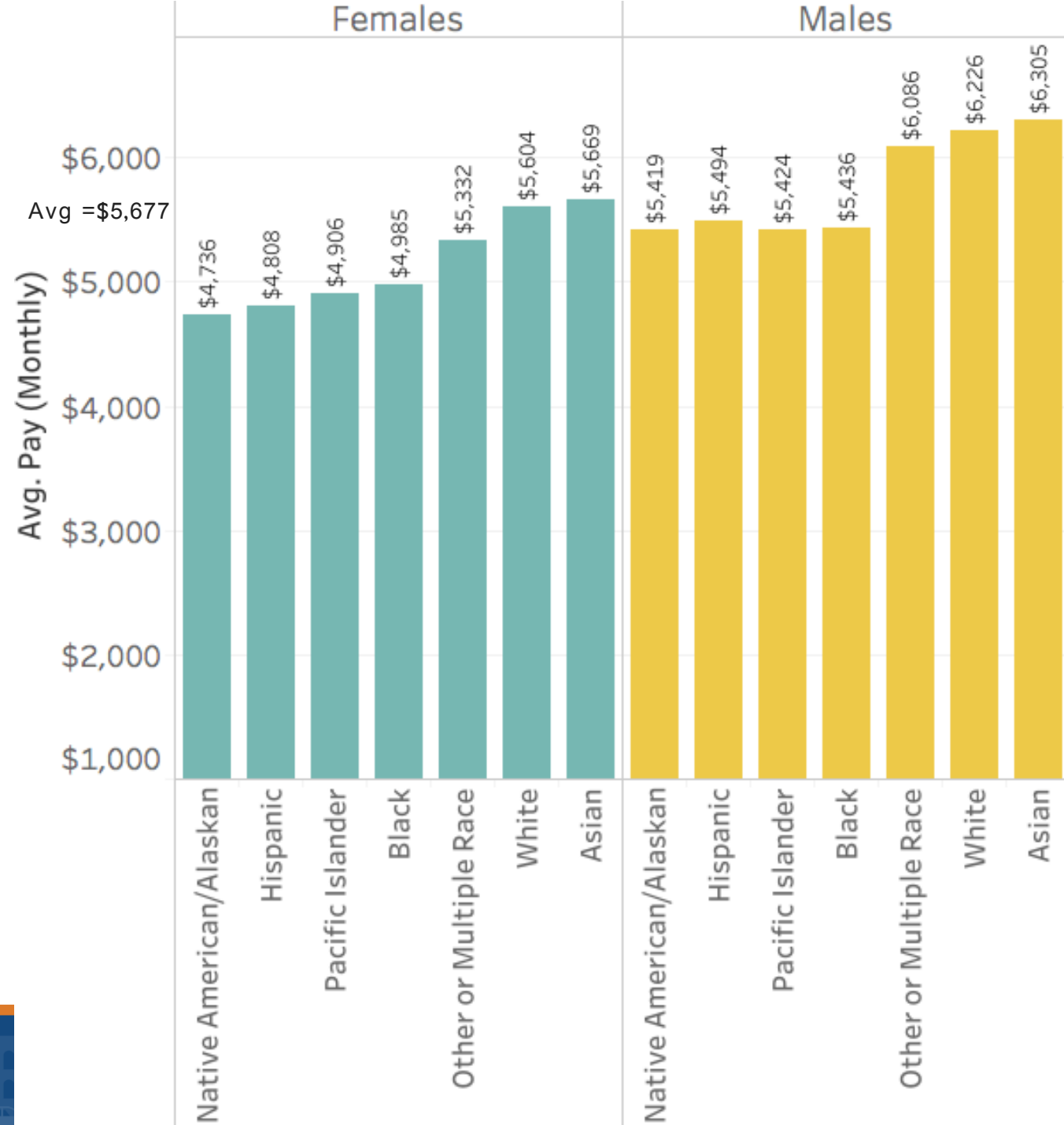
AVERAGE PAY BY RACE/ETHNICITY: ASIAN ANCESTRY - DISAGREGGATED

Race/Ethnicity	Avg. Monthly Pay
Pacific Islander - Samoan	$4,290
Asian - Laotian	$4,982
Native American or Alaska Native	$5,096
Black	$5,180
Hispanic	$5,184
Pacific Islander - Guamanian	$5,217
Pacific Islander - Other	$5,218
Asian - Cambodian	$5,236
Pacific Islander - Hawaiian	$5,319
Asian - Filipino	$5,406
Other or Multiple Race	$5,723
Asian - Vietnamese	$5,964
White	$5,967
Asian - Other	$6,056
Pacific Islander - Multiple	$6,075
Asian - Chinese	$6,265
Asian - Multiple	$6,282
Asian - Japanese	$6,324
Asian - Indian	$6,759
Asian - Korean	$6,776

Avg =$5,677

Avg. Monthly Pay for Both Sexes

Note: All racial/ethnic groups n > 100 with exception of PI - multiple

Source: Report 5102, 2017

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Racial and Gender Pay Gaps in State Service

Lower Paid Subgroup	Higher Paid Subgroup	Pay Gap from Report 5102, 2017	Pay Gap from ACS, 2014-16	Mid-point of estimated pay gaps
Top Five Pay Gaps				
Pacific Islander Females	White Males	21.2%	51.71%	36.46%
Hispanic Females	White Males	22.8%	46.33%	34.57%
Native American/Alaskan Native Females	White Males	23.9%	43.12%	33.51%
URM Females	White Males	21.88%	41.87%	31.88%
Native American/Alaskan Native Females	Asian Males	24.88%	36.13%	30.51%
Within Gender Disparities				
Females URM	White Females	13.20%	21.60%	17.40%
Males URM	White Males	12.00%	17.91%	14.96%
Overall Racial/Ethnic Pay Gap				
Persons of Color	White Employees	8.58%	18.80%	13.69%
All URM	White Employees	13.17%	21.31%	17.24%

Note: Only full-time year-round employees included

URM: Underrepresented minority (Hispanic or Latin@, American Indian, and Blacks)

Sources: Report 5102, 2017 & 2014-2016 ACS

Resources for State Agencies

- **Capitol Cohort** Racial and Gender Pay Equity in CA's Civil Service : http://sgc.ca.gov/programs/hiap/docs/20180719-Racial_and_Gender_Pay_Gaps_in_California_State_Government_A_Path_Towards_Workforce_Equity.pdf

    - Sample Methods & Guidelines for Racial and Gender Pay Equity Department-Level Analysis: http://sgc.ca.gov/programs/hiap/docs/20180803-Sample_Methods_for_Racial_and_Gender_Pay_Equity_Departmental_Analysis_2018.pdf

- **Governor's Office** Diversity Initiative for California State Government https://www.gov.ca.gov/2019/01/18/inclusv/

- **CalHR** Workforce Analysis and Census of Employees: http://www.calhr.ca.gov/state-hr-professionals/Pages/WFA-and-Census.aspx

- **Emerging** Toolkits: https://www.ucop.edu/human-resources/coro/2018_forms/2018_uc_coro_northern_cohort_strategies_for_recruitment_and_retention.pdf

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